



Equity Policy

Rationale

The Centre recognises all families are different. Differences in gender, marital status, race, age, religion, social and cultural background and abilities are acknowledged and reflected in our policies

Purpose

- To ensure any disadvantage that parents/ caregivers, children or staff experience is acknowledged and addressed.
- To ensure policies and practices seek to achieve equitable outcomes for all children, staff and families.
- To ensure the curriculum at the Centre provides equal opportunities irrespective of sex or race and avoids stereotyped models.

Guidelines

- The Centre will closely examine what is taught, the way in which it is taught and the teaching materials used to ensure that equity objectives are enhanced.
- Books, puzzles, posters, songs, and other resources will value and promote experiences of women and men and from all sectors/cultures of society.
- Attention will be paid by staff to the kinds of behaviour reinforced for both boys and girls and any stereotyped reinforcement will be eliminated.
- Staff will actively participate, and therefore encourage the children to participate in a range of activities, avoiding concentration on sex–role stereotyped activities for children of either gender.
- The Centre will strive to ensure that children see more people from all ethnic groups in leadership roles.
- Management and staff will ensure that by any act or omission (in any staff directives, treatment, communication, policies or decisions) they will not discriminate against, give preference to, or harass any person on the basis of ethnicity, gender (or sexual orientation), marital status, religion, age or any reason referred to as unlawful in the Human Rights Act.
- Management will, in any staff relations in terms of directives, policies and role allocation, attempt to ensure proper and productive operation of the service but will also attempt to ensure that staff do not feel disadvantaged by virtue of their race, age or individual differences and do feel their individual differences are respected and valued.